



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

OPNAVINST 1120.3A
N13
26 Aug 2005

OPNAV INSTRUCTION 1120.3A

From: Chief of Naval Operations

Subj: INACTIVE RESERVE DIRECT APPOINTMENT PROGRAM

Ref: (a) 10 U.S.C. Sections 12001 to 12010
(b) SECNAVINST 1120.4
(c) SECNAVINST 1120.5
(d) SECNAVINST 1120.6
(e) SECNAVINST 1120.7
(f) SECNAVINST 1120.8
(g) SECNAVINST 1120.12
(h) SECNAVINST 1120.13
(i) SECNAVINST 1120.14

Encl: (1) Inactive Direct Appointment Program Authorizations

1. Purpose. To provide guidance for the inactive direct appointment program.
2. Cancellation. OPNAVINST 1120.3. Due to extensive changes, marginal notations are not included.
3. Background. The inactive direct appointment program was established to access qualified civilian and enlisted reserve applicants directly into Naval Reserve Officer programs. The applicant's education and training must have direct applicability to the appropriate designator. The general professional standards are identical to those applied to active duty accessions. Quotas are assigned to fill Selected Reserve vacancies, which cannot be filled from the veteran manpower pool.
4. Authority. Qualified applicants will be appointed in the Naval Reserve (for inactive duty) under the provisions of law, reference (a), and Secretary of the Navy policy for the specific designator under the applicable appointment instruction,

references (b) through (i). Authority to recruit is based on the program authorizations listed in enclosure (1).

5. Program Guidance

a. Commander, Naval Reserve Force will promulgate Recruiting goals for inactive direct appointment accessions. Commander, Navy Recruiting Command will recruit for direct commissions only those applicants who:

(1) Meet the age, educational, skill, and experience requirements of the program authorizations.

(2) Are willing to serve in a Selected Reserve mobilization billet and are available for mobilization whenever called upon by higher authority.

b. During the direct commission application process, the applicant's willingness to mobilize and their personal circumstances, which can affect their ability to mobilize, must be addressed. Commander, Navy Recruiting Command, will process completed applications through professional selections and appointments. Applications for Reserve officer direct appointments will be processed with the same priority as applications for Regular and Reserve officer active duty appointments. If selected for appointment, applicants will be offered a Reserve commission and must execute an Acceptance and Oath of Office and a Ready Reserve Agreement prior to receiving orders to a Selected Reserve billet. Officers appointed under the direct appointment program will be required to attend the Direct Commissioned Officer Indoctrination Course in Pensacola, Florida, within one year of appointment, unless another school is specified in the program authorization. (For example, Supply Corps officers are indoctrinated at the Naval Supply Corps School, Athens, GA). After completion of Direct Commissioned Officer Indoctrination Course, officers will be required to serve a minimum of three years in designator before making any request for designator change or transfer to another service. Members of Congress, federal political appointees, elected state and local government officials, and federal career Senior Executive Service employees may not be tendered an original direct appointment without prior approval of the Secretary of the Navy.

6. Responsibility

a. The Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) (CNO N1/NT) will:

(1) Maintain inactive direct appointment program authorizations and coordinate changes with designator sponsors. (COG: N13)

(2) Administer policy for waiver of accession standards. (COG: N13)

b. Director, Naval Reserve (N095) will monitor recruiting goals and accessions for inactive direct appointments.

c. Commander, Navy Recruiting Command (COMNAVCRUITCOM) will:

(1) Consider for direct commission only those applicants who have the necessary education and/or experience and will be readily available for mobilization when the need arises.

(2) Direct and monitor selection boards and appointments to ensure expeditious accession for all applicants (COMNAVCRUITCOM 13).

(3) Ensure program authorization appointment criteria is promulgated in the Recruiting Manual and appropriate instructions (COMNAVCRUITCOM N3).

d. Commander, Naval Reserve Force, will:

(1) Promulgate annual recruiting goals to Chief of Naval Operations (CNO N095) and COMNAVCRUITCOM based on Selected Reserve requirements. (COMNAVRESFOR N11)

(2) Monitor the application process to ensure the expeditious accession of applicants.

(3) Notify the Office of the Secretary of the Navy when "High Visibility" candidates are being considered for direct appointments for Naval Reserve commissions. Such candidates

will include high profile individuals and key government figures.

(4) Affiliate direct commission officers into Selected Reserve billets.

(5) Obligate funds for their initial annual active duty for training for indoctrination.

e. Commander, Naval Education and Training will coordinate initial indoctrination training curricula with resource sponsors.

f. COMNAVCRUITCOM will:

(1) Have final selection authority over all inter-service transfers of like designators, e.g. doctor to doctor. COMNAVCRUITCOM (PERS 911)

(2) Authorize age waivers:

(a) When a manning shortfall exists which veterans coming off active duty cannot fill and/or sufficient numbers of candidates under the age requirement of the respective program authorization are not available.

(b) When a subspecialty is on the Critical Wartime Shortage list.

(c) Ensure that before appointment, applicants who will be unable to complete 20 years of creditable service for retirement shall acknowledge in writing that they are ineligible for retirement. COMNAVCRUITCOM (PERS 911)

7. Action. Addressees will take the necessary action to ensure the inactive direct appointment program is administered and conducted according to the policy set forth in this instruction.

/s/

OPNAVINST 1120.3A
26 Aug 2005

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Inactive Direct Appointment Program Authorizations

Auth Number	Program	Designator
*202	Unrestricted Line I (Campus Liaison)	1105L
203	Engineering Duty Officer (Ship Engineering)	1465
204	Aeronautical Engineering Duty Officer (Aeronautical Engineering)	1515
204A	Aviation Maintenance Duty Officer	1525
205	Special Duty Officer (Oceanography)	1805
206	Special Duty Officer (Cryptology)	1615
207	Special Duty Officer (Intelligence)	1635
**208	Special Duty Officer (Public Affairs)	1655
*209	Judge Advocate General	2505
210	Chaplain Corps	4105
211	Civil Engineer Corps	5105
212	Medical Corps	2105
213	Dental Corps	2205
214	Medical Service Corps	2305
215	Nurse Corps	2905

Auth Number	Program	Designator
215	Nurse Corps (Student)	1905
**216	Medical Corps (Student)	1915
217	Dental Corps (Student)	1925
**218	Medical Services Corps (Student)	1935
219	Chaplain Corps (Student)	1945
220	Judge Advocate General Corps (Student)	1955
221C	Merchant Marine Officers	1625/1665/1675
227	Supply Corps	3105
229	Unrestricted Line, Special Warfare	1135

* Not actively recruiting for these programs

** Under Revision